



Padre Island National Seashore  
**SandDollar**



**Friday, September 10, 2004**

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## **Superintendent**

I recently received a very interesting challenge through the employee suggestion box concerning the diversity of our work force here at PAIS. I want to answer some of the questions raised, and share with everyone my beliefs and practices in this regard.

Gender and cultural diversity is, and will continue to be, a consideration of every permanent position selection. Although there are many official directives and procedures promoting diversity that I take guidance from, that is not what motivates me. What motivates me is knowing that managing for diversity is the right thing to do. I believe that until such time as our work force represents or reflects the diversity of our society, it will be a disservice to all of us. How can we in public service be effective unless we are representative of the American public we serve?

I would like all of you to know and understand my commitment to having a diverse work force at Padre Island National Seashore is not only important, it is imperative to our collective success. The actions we are taking now, and will continue to take in the future as managers, supervisors, and selecting officials are consistent with this objective. I ask that we weigh our success in recruiting and hiring comprehensively, and not make conclusions based on any single position hiring. Please be assured that diversity hiring is taken seriously by me and the management team. If you have any remaining concerns with this or any other issue please make an appointment to speak with me or any division chief.

I appreciated receiving this comment, and encourage everyone to use the employee suggestion box in the future.

Stay safe!

Colin

Colin's schedule:

Monday, 9/13 – In the Park  
Tuesday, 9/14 – Squad, In the Park  
Wed., 9/15 – In the Park  
Thurs., 9/16 – In the Park  
Friday, 9/17 – In the Park

## *Safety Notes--*

Let's continue to encourage each other to be safe.  
Make it a safe day.

## **Employees Association News –**

### **FROM InsideNPS:**

John A. Deuley, Son-in-Law of Sherry and Bob La France was one of three Americans killed on August 29, 2004, in a terrorist attack in Kabul, Afghanistan. Sherry is the Administrative Officer at White Sands NM and Bob is retired from the NPS.

John is survived by his wife, Michelle of Van Buren, Arkansas and two sons Justin (4) and Jordan (2). Funeral services were held on September 6, 2004 at St. Michael's Catholic Church in Van Buren, Arkansas. John's ashes will be interred in a Memorial Service at Fort Sam Houston V.A. Cemetery in San Antonio, Texas, scheduled for 2 p.m. September 30, 2004. A college fund has been established for the children at Arvest Bank, 1930 Fayetteville Dr., Van Buren, AR 72957, Account No. 11857682. Cards of condolence can be sent to Michelle Deuley, P.O. Box 6306, Van Buren, AR 72956.

Local Service will be at 2 p.m. September 11, 2004 at St. Mary's Star of the Sea Catholic Church, Aransas Pass, Texas.

SUPER RAFFLE TICKETS that support the Association of National Park Rangers, ANPR, are available through Pat Donohue. The tickets are \$5 each. The raffle will be held at the 27th Ranger Rendezvous on Friday, Nov.19, 2004, in Rapid City South Dakota. Ticket sales end NOV. 1. If you want to buy a lot let me know ASAP so I can order more tickets. You do NOT need to be present to win. You will be notified by mail by Dec.15, 2004.

The prizes:

- 1st \$4000 "roll-your-own-trip" or \$2000 cash.
- 2nd \$2000 "roll-your-own-trip" or \$1000 cash.
- 3rd Bose Wave radio with CD player.
- 4th Tom Till's print, "Green River Overlook," signed and framed (16 x 20).
- 5th Marc Muench's print, "Mount Rushmore Overlook," signed and framed (12 x 16).

### **BLOOD DRIVES**

The Coastal Bend Blood Center has asked that we hold only ONE blood drive out in the park per year. We will hold that annual PAIS BLOOD DRIVE in March each year. We are planning around the arrival of the turtle patrol/ Bio. Techs. to boost our number of participants. Please plan to attend this one in-park blood drive.

We are strongly encouraged to continue to donate at different dates and locations in town. (Better freebies in town!!) Check page two of the Local section of the Caller Times for dates, times and locations of blood drives. Remember we can continue to make our donations into the Padre Island National Seashore account. This account is available to any of our employees and their families, who may need blood at no cost to them.

Serious donors can join a new club or committee to be on call for emergency donations and when local blood supplies are low. If you are interested in participating in this program you can contact the Center at 855-4943.

As always, thank you one and all for your willingness to support the Coastal Bend Blood Center in Corpus Christi.

**DONATE BLOOD - SAVE A LIFE**

# Administration

## **OPEN SEASON WEBSITE INFORMATION**

### **When Will the FEGLI 2004 Open Season Website Be Available?**

The website at [www.fegli2004.opm.gov](http://www.fegli2004.opm.gov) will be available no later than September 1, 2004.

### **What Will Be Included On That Website?**

The following information will be on the FEGLI 2004 Open Season website:

#### ***For Employees***

**Enrollment Packet Materials include:**

**Letter from OPM Director Kay Coles James**

**Open Season Brochure (Federal and Postal versions)**

**Worksheet to Estimate Life Insurance Needs**

**Open Season Election Form (FE-2004)**

**Interactive Worksheet to Estimate Life Insurance Needs**

**FEGLI Calculator**

**50th Anniversary Edition of the FEGLI Program Booklet (Federal and Postal versions)**

**Frequently Asked Questions about the FEGLI 2004 Open Season**

**Open Season Election Form (FE-2004)**

**Script of the Open Season Video (Please note that the video itself will not be on the website)**

**On the new FLSA changes:** At this point it doesn't appear that Federal employees are affected. According to DOI, the Department of Labor's new FLSA rules don't fully apply to federal employees. There may be minor changes and OPM is working on text to disseminate to agencies. It will be passed along when it occurs.

Open season for health benefits will be November 8 - December 13.

## **UNIFORMS**

Cargo Pants and Convertible trousers will appear on the uniform website. Employees will be able to order these items, but they will not be physically in stock with VF Solutions. It may take about 2 months before employees will be able to receive these items. We are putting them on the website now so they can order them before the ordering period ends on August 21st. I would not recommend that seasonal employees order these items yet. They are not in stock. It will take at least 2 months before these items will be shipped out to employees.

## **UPCOMING TEL EVENTS:**

**4 new TEL courses:**

<b>Sep 10th</b>	<b>Ethics "Train the Trainer"</b>
<b>Sep 15th &amp; 16th</b>	<b>You Should Hear What They Are Missing: Hearing Loss Prevention Program</b>
<b>Sep 16th</b>	<b>Preventing Hearing Loss - Is Sounds Good To Me</b>
<b>Sep 22nd</b>	<b>Position Management and Team Building</b>

**FYI - there are several courses in the developmental phase and possible dates:**

<b>Sept 22nd</b>	<b>Position Management</b>
<b>Sept 29th</b>	<b>Fall Protection</b>
<b>Sept 30th</b>	<b>An Emerging Leaders Consortium Module</b>
<b>Oct 21st</b>	<b>DOI Achieving Our Mission Through Management Excellence</b>

**The biotech GS-0404-05 term position is expected to be open Sept. 13-17**

NPS Recreation and Preservation Programs	09/13/2004	Monday	2:00-4:00
You Should Hear What They Are Missing: Hearing Loss Prevention Program (attendance is required for both days)	9/15/2004 9/16/2004	Wednesday Thursday	1:00-4:00 1:00-2:30
Preventing Hearing Loss - It Sounds Good To Me	09/16/2004	Thursday	3:00-4:30
Managing Performance	09/21/2004	Tuesday	10:00-12:00
Position Descriptions: What Every Supervisor Should Know	09/21/2004	Tuesday	2:00-4:00
Taking the Grief Out of Administrative Grievances	09/23/2004	Thursday	2:00-4:30
IDP Interpretive Media Development (Module 311)	09/28/2004	Tuesday	12:00-4:00
Working With NPS Agreements for Partnerships (Module 1): Tools for Effective Partnering	11/03/2004	Wednesday	12:00-4:00
Working With NPS Agreements for Partnerships (Module 2): Developing and Managing Agreements for Partnerships	11/04/2004	Thursday	12:00-4:00

## **Facility Management**

The new fuel system is up and running. If you have any problems with it, please see Glenda.

## **Interpretation**

The Fall adopt-a-beach clean-up will be held on September 18. If you are interested in volunteering, please let Phil know. We need people to run the registration desk, food line, and to run to town to pick up the hamburgers.

## Protection

Kudos to Jason Lichtblau for his work on a case involving a commercial crab fisherman operating in park waters in the Laguna Madre. Jason removed 35 crab traps and is now working on the prosecution side of the case.

The Berry family's tenure at the Malaquite Campground is coming to a close next week. They have done an **outstanding** job for the park this summer. Please stop by and wish them bon voyage before they leave for Albuquerque, NM.

Our last big summer holiday weekend has come and gone. The Park was moderately busy through the weekend even with showers on Friday and the threat of more rain throughout the weekend. Visitation numbers are up this year through the end of August.

Total year to date: 491,603  
2003 through August: 4321,994  
Percent Change: 13.80%

Reminder: National Public Lands Day is Saturday (9/18). All park visitors will receive free admission into the park. Also, on Saturday is the annual Flour Bluff High School cross-country track meet.

## Resources Management

Projects:

- On Monday, September 6, TGLO reported a blue green algae bloom in the Gulf of Mexico between the 5 and 15 MM. It does not cause detrimental effects to invertebrates, birds, fish, or people.

## Division of Sea Turtle Science and Recovery

Cynthia will operate a display and information booth at the Texas State Aquarium on Friday September 10 describing the role of the Sea Turtle Stranding and Salvage Network in sea turtle rehabilitation.

Patrols to the Mansfield Channel are being conducted once per day and will continue through the end of September. Linda Morehead is patrolling on Sundays through Wednesdays and Volunteers on Thursdays, Fridays, and Saturdays.

Division staff are working on a variety of projects in the office, including final purchases and plans to retrofit the old turtle lab and outfit the new turtle lab.